



4004 CURVUE ROAD  
EAU CLAIRE, WI 54703

Employment Application

applying for: (circle one or more)

- 1. Dismantler            2. Yard
- 3. Truck Driver       4. Warehouse
- 5. Sales

A pre-employment drug and alcohol test will be required for dismantler, driver, yard worker, and warehouse positions. Applicants who test positive for drugs or alcohol will not be hired. Employees in these positions are also enrolled in an ongoing random drug and alcohol testing program.

**Follow instructions:** Filling out application does not guarantee that you will receive an interview. Applications must be complete. If you leave any blanks in the application it may be discarded. A resume may be attached to the application but may not substitute for an application. You must fill out an application even if you provide a resume. Fill out the application completely even if the information is also provided on your resume.

First Name: \_\_\_\_\_ today's Date: \_\_\_\_\_  
 Last Name: \_\_\_\_\_ Middle Initial: \_\_\_\_\_  
 Address: \_\_\_\_\_ City: \_\_\_\_\_  
 State: \_\_\_\_\_ Zip Code: \_\_\_\_\_  
 Phone #: \_\_\_\_\_ 2<sup>nd</sup> Phone #: \_\_\_\_\_  
 Do you have a valid driver's license? Yes / No    are you at least 18 years old? Yes / No  
 When could you start if hired? \_\_\_\_\_

**Do you have actual experience in any of the following?** (Add any details in the space provided) \*\* If applying for sales position only answer 1-6

- Yes / No** 1. Auto Mechanical repair service: Name of shop(s): \_\_\_\_\_
- Yes / No** 2. Auto body or collision repair service: Name of shop: \_\_\_\_\_
- Yes / No** 3. Is your experience only from working on yours or friends cars? \_\_\_\_\_
- Yes / No** 4. Have you ever worked in the auto recycling/ salvage industry? \_\_\_\_\_
- Yes / No** 5. Have you ever applied here before? If yes, when? \_\_\_\_\_
- Yes / No** 6. Have you ever been employed here before? If yes, when? \_\_\_\_\_
- Yes / No** 7. All weather work outside? \_\_\_\_\_
- Yes/ No** 8. Warehouse order picking, packing and stocking? \_\_\_\_\_
- Yes / No** 9. Delivery driving? \_\_\_\_\_
- Yes / No** 10. Tow truck or roll-back driving and operation? \_\_\_\_\_
- Yes / No** 11. Do you have your own tools? \_\_\_\_\_
- Yes / No** 12. Do you have your own air impact? Dismantlers MUST have on day 1.

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**Education and Training:**

High school: \_\_\_\_\_ Graduated? Yes / No

College or trade school: \_\_\_\_\_ Graduated? Yes / No  
Military service: \_\_\_\_\_  
Other training: \_\_\_\_\_

**Please list some references:** By listing references here you grant permission to us to contact them.

Name: \_\_\_\_\_ Phone #: \_\_\_\_\_  
Relationship to you: (boss, co-worker, teacher, etc.) \_\_\_\_\_

.....  
Name: \_\_\_\_\_ Phone #: \_\_\_\_\_  
Relationship to you (boss, co-worker, teacher, etc.) \_\_\_\_\_

.....  
Name: \_\_\_\_\_ Phone #: \_\_\_\_\_  
Relationship to you (boss, co-worker, teacher, etc.) \_\_\_\_\_

.....  
What starting hourly (or equivalent) pay rate are you seeking? \_\_\_\_\_

.....  
**Attendance and Tardiness:**

How many different jobs have you had in the last 5 years? \_\_\_\_\_  
How often have you been late for a job in the last 2 years? \_\_\_\_\_  
How many days have you been absent from a job in the last 2 years not including paid time off / holidays?: \_\_\_\_\_  
How would you describe your attendance and tardiness history?  
\_\_\_ Outstanding- Never late or absent for many years  
\_\_\_ Excellent- Late or absent less than 3 times per year  
\_\_\_ Good- Late less than 6 time per year and absent less than 3 times per year  
\_\_\_ Average- Late less than 8 times per year and absent less that 4 times per year  
\_\_\_ Less than average. Reason \_\_\_\_\_

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We require a record of your last 5 years employment. Please fill in each section below for all jobs you have had I the last 5 years. There are 4 sections. If you have had more than 4 jobs in the last 5 years, please make additional copies of these pages. If there are any gaps where you were unemployed for an extended period please explain. If you were a student, please indicate that.

**Experience: Current or most recent job. Fill out completely**

Name of employer: \_\_\_\_\_ Type of business: \_\_\_\_\_  
Address: \_\_\_\_\_ Phone #: \_\_\_\_\_  
Your job title when you worked there? \_\_\_\_\_ Full or part time? \_\_\_\_\_  
May we contact your employer? \_\_\_\_\_ Name & tile of supervisor: \_\_\_\_\_  
Dates of employment at this job: From (month/year) \_\_\_\_\_ to (month/year) \_\_\_\_\_  
Starting pay rate: \_\_\_\_\_ Final pay rate: \_\_\_\_\_ Number of hours worked per week: \_\_\_\_\_  
Description of duties:  
\_\_\_\_\_  
\_\_\_\_\_

Exact reason for leaving: \_\_\_\_\_

**Experience: Next most recent job. Fill out completely**

Name of employer: \_\_\_\_\_ Type of business: \_\_\_\_\_

Address: \_\_\_\_\_ Phone #: \_\_\_\_\_

Your job title when you worked there? \_\_\_\_\_ Full or part time? \_\_\_\_\_

May we contact your employer? \_\_\_\_\_ Name & tile of supervisor: \_\_\_\_\_

Dates of employment at this job: From (month/year) \_\_\_\_\_ to (month/year) \_\_\_\_\_

Starting pay rate: \_\_\_\_\_ Final pay rate: \_\_\_\_\_ Number of hours worked per week: \_\_\_\_\_

Description of duties:

\_\_\_\_\_  
\_\_\_\_\_

Exact reason for leaving: \_\_\_\_\_

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**Experience: Next most recent job. Fill out completely**

Name of employer: \_\_\_\_\_ Type of business: \_\_\_\_\_

Address: \_\_\_\_\_ Phone #: \_\_\_\_\_

Your job title when you worked there? \_\_\_\_\_ Full or part time? \_\_\_\_\_

May we contact your employer? \_\_\_\_\_ Name & tile of supervisor: \_\_\_\_\_

Dates of employment at this job: From (month/year) \_\_\_\_\_ to (month/year) \_\_\_\_\_

Starting pay rate: \_\_\_\_\_ Final pay rate: \_\_\_\_\_ Number of hours worked per week: \_\_\_\_\_

Description of duties:

\_\_\_\_\_  
\_\_\_\_\_

Exact reason for leaving: \_\_\_\_\_

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**Experience: Next most recent job. Fill out completely**

Name of employer: \_\_\_\_\_ Type of business: \_\_\_\_\_

Address: \_\_\_\_\_ Phone #: \_\_\_\_\_

Your job title when you worked there? \_\_\_\_\_ Full or part time? \_\_\_\_\_

May we contact your employer? \_\_\_\_\_ Name & tile of supervisor: \_\_\_\_\_

Dates of employment at this job: From (month/year) \_\_\_\_\_ to (month/year) \_\_\_\_\_

Starting pay rate: \_\_\_\_\_ Final pay rate: \_\_\_\_\_ Number of hours worked per week: \_\_\_\_\_

Description of duties:

\_\_\_\_\_  
\_\_\_\_\_

Exact reason for leaving: \_\_\_\_\_

**How did you hear of this opening?** \_\_\_\_\_

**Additional Questions:**

Yes / No Have you ever worked on an incentive pay system before? (Flat rate, piece rate, commission)

Yes / No Have you ever evacuated refrigerant from an A/C system? Are you certified? Yes / No

Yes / No Have you ever removed an airbag?

Yes / No Have you ever operated a forklift? If yes, are you certified? Yes / No

Yes / No Do you have experience with UPS or FedEx shipping software? \_\_\_\_\_

Yes / No Have you ever removed a motor from a vehicle? A transmission? Yes/No

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Have you ever pled guilty or “no contest” to, or been convicted of, a misdemeanor or felony?

Yes / No If yes, please give dates and details: \_\_\_\_\_

\_\_\_\_\_  
Have you ever been arrested for any matters for which you are out on bail or on your own recognizance pending trial? Yes / No If yes, please give dates and details: \_\_\_\_\_

\_\_\_\_\_  
Do you have adequate transportation to and from work? Yes / No

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**Please read carefully before signing:** If you have any questions regarding the following statements, please ask for assistance.

\*I certify that, to the best of my knowledge and my belief, the answers given by me to the preceding questions and statements made by me in this application are correct and complete. I understand that any false information contained in this application may result in discharge.

\*I authorize to communicate with all my former employers, school officers, and persons named as references. I hereby release all employers, school officials, and individuals from any liability for any damage whatsoever resulting from giving such information.

\*I understand that as this organization seems necessary, I may be required to work overtime hours outside a normally defined work day or work week. If employed, I understand and agree that such employment may be terminated at any time and with out any liability to me for any continuation of salary, wages, or employment related benefits. \*I understand that this application is for an employed-at-will position and that either party may terminate the employment at anytime without notice. There is no contract for the employment.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

(Skip question if applying for sales)

The dismantler, yard, warehouse, and driver positions are physically strenuous jobs. They require heaving lifting. There will be lots of bending, pushing, pulling, prying, and carrying. These physical activities will go on day after day. Are you able to perform the essential functions of the job you are applying for? Yes / No

If no, what accomplishments will assist you? \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Did you complete this application yourself? Yes / No

Ability to follow instructions: Did you fill out the application completely? Yes / No